

CREATING INCLUSIVE EMPLOYMENT FINDINGS



Accessibility Standards
Canada

Normes d'accessibilité
Canada



MARCH
OF DIMES
CANADA

LA MARCHÉ
DES DIX SOUS
DU CANADA



About the Project

This project explored digital skill development for young people with disabilities (YPWD) in Canada to identify factors supporting or hindering their employment.

90% of programs in Canada did not mention any type of digital skill



The "Digital Native" Fallacy

Employers and educators often assume all young people are "digital natives" who inherently know how to use complex technology. Foundational digital skills are rarely taught explicitly.



The Hidden Costs

YPWD often face extra financial, bureaucracy, and emotional burdens when accessing digital tools and training.

Survival Before Skills



Digital upskilling and employment are not possible without basic stability (housing, income, health supports). For many YPWD, these unmet needs must come first; without them, employment pathways stall regardless of motivation or ability.

Stigma and the Disclosure Dilemma



Fear of discrimination makes disability disclosure feel risky, forcing YPWD to choose between accessing needed supports and avoiding bias, which often limits hiring and advancement. Stigma contributes to a persistent "promotion gap" even for skilled candidates.

Navigating a Fragmented System



Governmental policies treat workforce inclusion, digital skills, and accessibility as separate issues instead of interconnected needs. As a result, individuals often shoulder the cost and responsibility of learning on their own.

To read the full report, visit [this link](#).